



# EDF Gender Pay Gap Report 2022

EDF is committed to being a diverse and inclusive employer and we aim to promote an environment where all of our employees are paid fairly for their contribution to the success of our company.

# Scope of the report:

On the snapshot date of 5 April 2022 the number of Relevant employees employed by EDF was 11,026 of which 10,834 were Full-Pay Relevant. We use the earnings data for these populations to calculate our gender pay and bonus gaps in several ways. For example:

- Firstly, we look at the data for our three employing entities:
  - EDF Energy Customers Ltd
  - EDF Energy Nuclear Generation Ltd
  - EDF Energy Ltd (Corp)
- Secondly, we look at the data for each of our main business areas:
  - Generation
  - Customers
  - Hinkley Point C
  - Nuclear Development

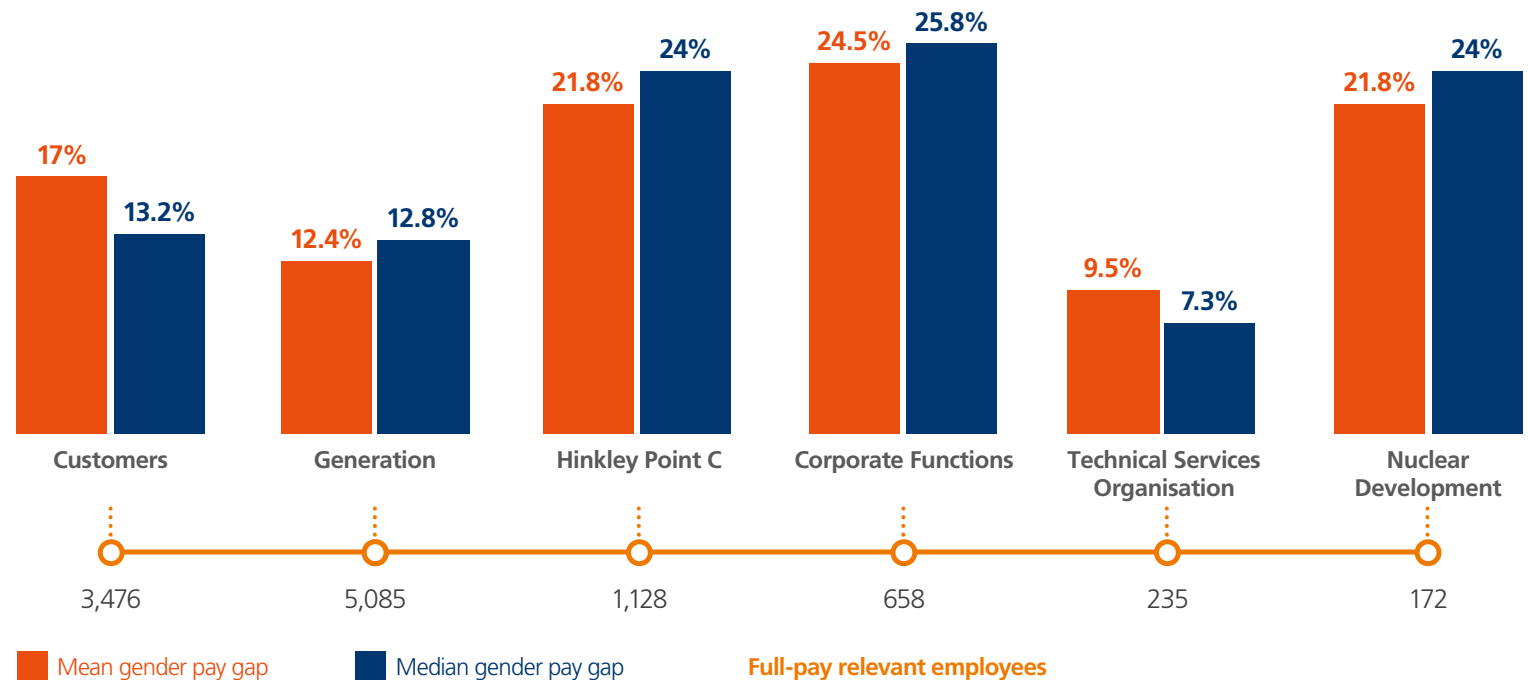
- Technical Services Organisation
- Corporate Functions (made up of four functional units: Finance, Human Resources, Governance & Legal Affairs and Strategy and Corporate Affairs)
- Finally, we aggregate the data for all of our business areas to identify factors contributing to EDF's overall gender pay gap.

Throughout this report where we mention EDF we are referring to the organisation covered by our three employing entities.

This year for the first time EDF Energy Renewables Limited employed more than 250 employees on the 'snapshot date' of 5 April 2022 and will be reporting separately.

This report does not include data for employees of our joint venture companies – Imtech and Pod Point Ltd who will independently report their own gender pay gap results.

In 2022 the Mean Gender Pay Gap in each of our business areas ranged between 9.5-24.5%



# EDF Gender Pay Gap

EDF's overall aggregate mean and median gender pay gaps reflect the gender and demographic mix between our business areas as well as the diversity of roles performed, and market pay variations. Many of our employees, particularly those working across our Generation, Hinkley Point C, Nuclear Development and Technical Services Organisation business units, perform highly technical, specialist and/or engineering roles. The average salaries of employees working in these business areas is typically higher in comparison to employees working in our Customers business where many employees are employed undertaking customer service roles.

Generation and Hinkley Point C employ proportionately more men than women. Our Generation business is responsible for operating our existing fleet of nuclear power stations as well as planning and managing their decommissioning. Those employed by Hinkley Point C are involved in the construction of the UK's first new nuclear power station for almost 30 years.

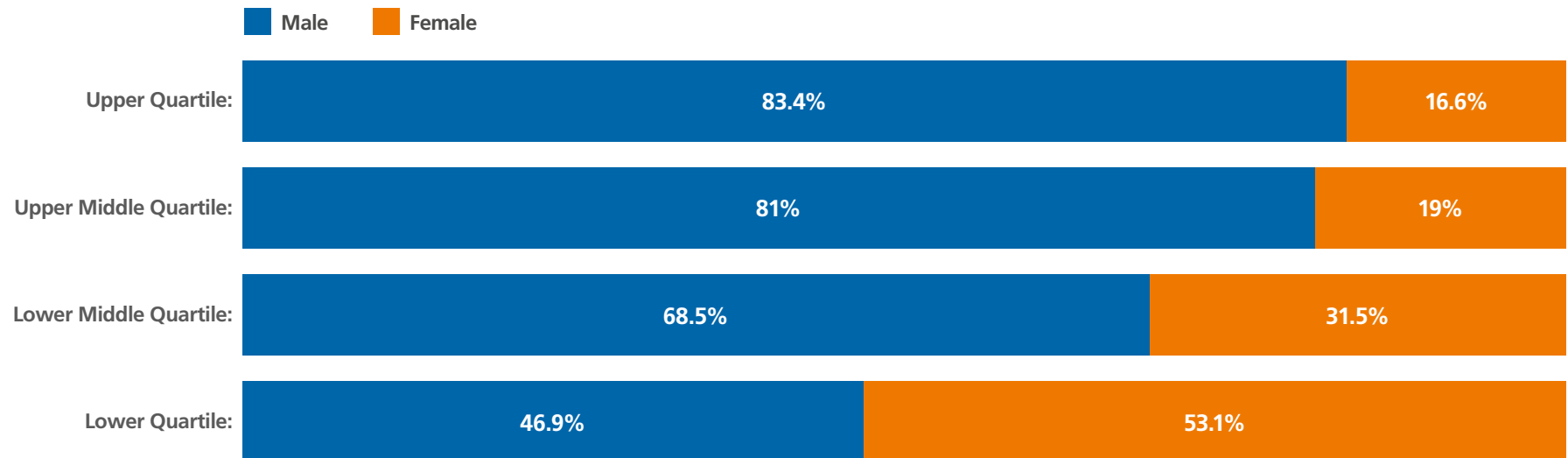
This contrasts with a more gender balanced workforce of our Customers business where the majority of its employees are connected to customer service. These three business areas combined employ approximately 80% of EDF's total workforce and it is the structural differences between them that contributes to EDF's overall aggregate mean and median gender pay gaps being higher than those of each of the individual business areas themselves.

EDF remains committed to maintaining and building on our Diversity & Inclusion programmes, which are designed to improve our gender diversity at all levels. These programmes are designed to reduce not only our overall gender pay gap but also those of our individual business areas. Progress in reducing our overall gender pay gap remains steady and we are confident that the measures we have implemented will achieve these aims in the long term as our talent pipelines increase. Despite all the good work and the focus of the actions we are undertaking, we recognise that we have a lot more to do and that sustained progress will take time.

Gender pay gap

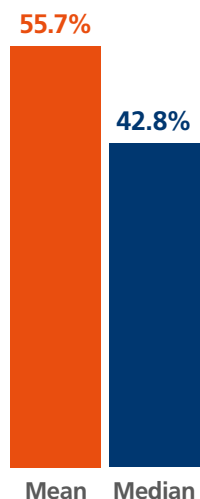


Proportion of females and males in each quartile pay band

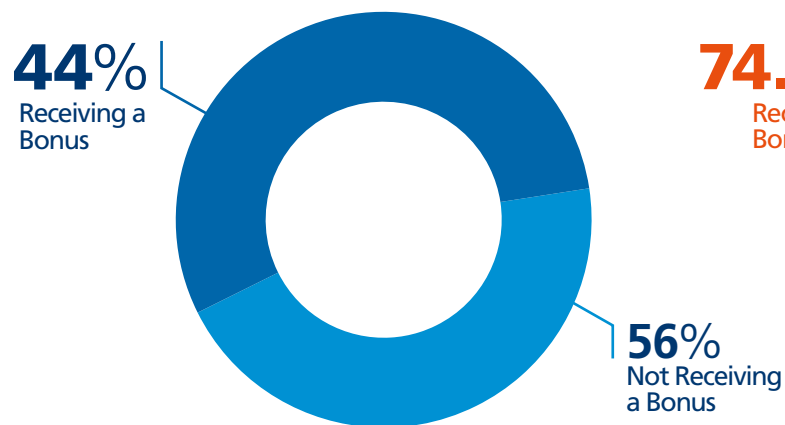


# EDF gender bonus gap

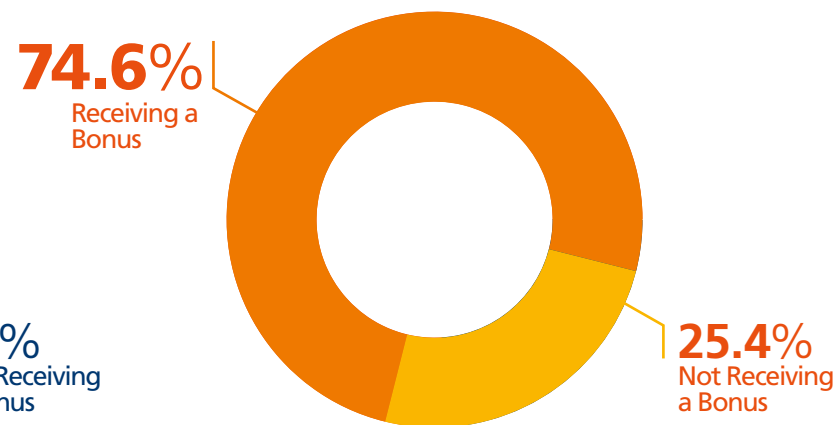
## Gender bonus gap



## Males receiving a bonus



## Females receiving a bonus



In the same way that salaries increase with seniority, so too does the percentage bonus an employee is eligible to receive. As can be seen by our quartile distribution, EDF employs proportionately more men in senior/higher paid roles and this is the main reason why our mean and median gender bonus gaps are relatively high.

In addition, 90% of employees working in our Generation business are employed on a Collective Agreement contract and bonuses do not form part of their remuneration package. As more than 80% of Generation's employees are male, this is the major contributory factor why the proportion of male employees receiving a bonus is lower in comparison to the proportion of females receiving a bonus.

# Understanding our gender pay gap

Consistent with the experience reported by many other organisations, EDF's aggregate overall mean and median gender pay gaps reflect legacy structural arrangements and the evolution of our business over many decades. There continues to be a shortage across the UK of young and experienced females working in the fields of science, technology, engineering and mathematics (STEM). Although c30% of EDF's Relevant Employees are female, of these just over 50% work in our Customers business area. We make strenuous efforts to attract, retain and develop women, particularly through our apprenticeship and graduate training schemes as well as our talent programmes. However, despite our best endeavour to fast track individuals we recognise that it takes a long time for this to result in appointments at a senior level. Until the number of women in our talent pool increases, this will continue to be a

major factor limiting our ability to quickly and significantly reduce EDF's overall aggregate mean and median gender pay gaps as well as those of each of our individual business areas.

Our business strategy and organisation has evolved over time and will continue to do so, consequently, much of the progress we have made with our action plans has yet to be fully reflected in both our overall mean and median gender pay gaps. Whilst we have come a long way our progress has been steady rather than spectacular. We continue to be committed to the actions we have implemented which are designed to create a more diverse organisation with beneficial performance as well as driving down our gender pay gap in all business areas.

# Our commitment to reducing the gap – our action plans

## Recruitment and promotion:

Our actions have been designed to encourage a more balanced gender diversity approach in recruitment and to concentrate our efforts on attracting and encouraging diversity at all levels. Our Resourcing Team continually monitor recruitment channel activity to ensure they are inclusive, and we make every effort to ensure our recruitment literature contains gender neutral language. Diversity & Inclusivity training is provided for all recruiting managers and this emphasises the need for a gender balance of applicants and progression within the organisation (including flexible and agile working arrangements). Whenever we can we appoint not only female representatives to our recruitment selection panels, but also representatives from our minority ethnic community.

## Flexible working:

The COVID-19 pandemic and the measures implemented by the UK Government to minimise the spread of the virus encouraged EDF to focus on working arrangements such as the provision of greater flexibility in working patterns and home working. Although many employees started to return to working in an office, large numbers continued to work from home. This helped to encourage an attitudinal shift around flexible working amongst professional, managerial and senior roles enabling us to overcome many of the barriers and working practices that have historically prohibited flexibility. We recognise however that flexible working is not always practicable, particularly for those working in operational roles at our power stations or at the Hinkley Point C construction site. Our Women's Network and Working Parents' Network are both heavily involved in shaping how best to role model flexible working at all levels thereby encouraging the development of innovative flexible working opportunities designed to improve the take up of shared parental and paternity leave.

## Career progression:

The progression of female employees through our talent assessment programme and succession plans is continually monitored. This helps to ensure they are gender neutral, free from bias and provide encouragement for our female employees to progress into more senior positions. This supports a range of other Diversity & Inclusivity measures designed to achieve our 2030 ambitions over the coming years. We remain committed to achieving 40% women in our nuclear businesses by 2030 as part of the Nuclear Sector Deal. This stretch target requires big, bold steps to recruit more women into the talent pipeline. Our Talent 2.0 programme, launched in 2020, provided an alternative entry point to EDF's broader talent pool, focused on encouraging those in the early stages of their leadership journey to put themselves forward and take ownership of their own careers.

## Reward practices:

Work has continued to develop and implement a 'job family architecture' approach designed to help our employees identify the career paths open to them. We now aim to launch this approach during 2023 and believe it will be a key enabler for our employees which will help them to improve their understanding of the skills, knowledge and experience they will need to acquire and demonstrate in order to realise their career aspirations. We also believe our approach to external and internal salary benchmarking helps to ensure our pay frameworks are free from gender bias, non-discriminatory and fair in their application at all stages (from their initial appointment, through competence progression and when individuals are promoted to more senior positions).

## Meeting our targets:

As far back as 2016 we introduced a series of challenging gender diversity targets at senior manager, manager and employee levels. Between April 2021 and April 2022, the proportion of women in our Senior Leadership Team has increased to 18% and at managerial level it has increased to 28%. We continue to work hard to increase the diversity of our senior leadership and managerial populations. All people metrics are analysed by gender and our Executive Team is accountable for achieving our gender balance targets. Whilst our data shows that we have identified the correct actions, it also shows that meaningful and sustained change will take time and the consistent focus of our most senior leaders. For this reason diversity measures were included within our senior management incentive targets in 2022. We also know that some of the actions we are taking to improve the gap over the longer term may in the short term have a distorting effect – for example, increasing the number of females recruited to our apprentice and graduate training programmes may have an initial negative impact on our gap.

## Playing a role in our industry:

EDF has for several years played an active part in campaign groups such as POWERful Women (PFW), Women's Utilities Network, Women in Nuclear (WIN), has achieved National Equality Standards' accreditation, and attained level 3 of the Gender Equality European and International Standard (GEEIS). This recognition demonstrates not only our commitment but also the effectiveness of the initiatives we have implemented and our ongoing plans to improve gender diversity, but we will not stop here.

Our business is organised as six business areas however we are required to report by employing entity as set out below:

Entity	Number of Relevant Employees	Gender Pay Gap		Proportion of men/women				Difference in bonus payment between male & female employees (%)		Proportion of males/females receiving a bonus
		Mean	Median	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Mean	Median	
EDF Energy Ltd (Corp)	5,086	27.7%	36.2%	M: 38.0%	M: 40.8%	M: 59.7%	M: 71.8%	55.1%	48.2%	M: 87.5%
				F: 62.0%	F: 59.2%	F: 40.3%	F: 28.2%			F: 90.8%
EDF Energy Nuclear Gen Ltd	5,350	12.7%	12.7%	M: 75.9 %	M: 86.4%	M: 87.7%	M: 89.2%	58.3%	54.7%	M: 12.7%
				F: 24.1 %	F: 13.6%	F: 12.3%	F: 10.8%			F: 25.0%
EDF Energy Customers Ltd	526	1.4%	-4.6%	M: 80.2%	M: 94.4%	M: 77.8%	M: 79.5%	35.6%	25.3%	M: 97.7%
				F: 19.8%	F: 5.6%	F: 22.2%	F: 20.5%			F: 97.9%

Employing Entity	Relevant Employees	Gender Pay Gap		Proportion of men/women				Difference in bonus payment between male & female employees (%)		Proportion of males/females receiving a bonus
		Mean	Median	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Mean	Median	
EDF (Aggregated results)	10,962	26.0%	33.0%	M: 46.9%	M: 68.5%	M: 81.0%	M: 83.4%	55.7%	42.8%	M: 44%
				F: 53.1%	F: 31.5%	F: 19.0%	F: 16.6%			F: 74.6%

We confirm that the information and data provided is accurate and in line with mandatory requirements.



**Simone Rossi,**  
Chief Executive Officer



**Carol McArthur,**  
Chief People Officer